



Tū Te Ngana Hau *Breath of Endeavour*

Mobilising education and employment opportunities in the community

Ako
AOTEAROA

TU TE NGANA HAU

COMMUNITY-LED
DEVELOPMENT

PrimaryITO
Rōpū Whakangungu Ahuwhenua Ahumahi



Ko au te awa, Ko te awa ko au

A bespoke approach to delivering education and employment skills within a remote community is an effective use of resources that creates momentum for health and prosperity.

Tū Te Ngana Hau (The Breath of Endeavour) led by Primary ITO is funded by Ako Aotearoa to build skills for Māori to complete education and transition into the workplace.

Tū Te Ngana Hau's perspective of education is the attainment of knowledge and skills from sources outside and within the community, both formal and informal delivered in the local area.

Transition is the movement of people (hearts and minds) who have attained knowledge and skills to use in meaningful ways to improve their health and wellbeing and/or move closer to their desired lifestyle pathway.

Education and training on the awa over the past two years has been based around a limited range of programmes primarily orientated around the primary industries. There has been a range of formal programmes offered by PTEs, Wānanga, government agencies and a few Hapū trust-led workshop initiatives.

We were told people generally don't move too far from their villages for education opportunities and some villages were more proactive than others. Education programmes within villages were often set up for specific needs with many villages benefiting from a number of funding initiatives and resources to support their village developments. Tū Te Ngana Hau helps to complement and expand these initiatives by providing support for other villages to gain access to these programmes. More families tend to be moving back to the awa to reconnect and enjoy a change in lifestyle. Living in town provides opportunities for learning and skill acquisition. However, the cost of living in town is becoming increasingly difficult to manage. Despite efforts to encourage more social interaction, this has not always been easy. There is a mixture of retired, employed, unemployed and a small group of rangatahi Youth NEETS (not in employment, education and training). Everyone knows everyone and when it's time to support each other, there is always a strong sense of manaakitanga (care for others) and whanaungatanga (awa connectedness) present.

Marae, the kohanga and the kura (Primary school) have a strong community support network. Te Wānanga o Aotearoa have held reo wānanga for those enrolled and some of the villages have initiated their own noho 'workshops' or looked to collaborate with others through whakapapa (kinship). Other social factors often present in remote Māori communities are the presence and influence of some anti-social behaviour often linked to a lack of meaningful learning opportunities. The Tū Te Ngana Hau opportunities provided on the awa gives our rangatahi alternative future pathways to pursue.



Whanganui River – a remote Māori community

Tū Te Ngana Hau is a community-centric model, built on developing a relationship with the local community, and consulting with the villages on the awa about what we can do together. In this way, the lead came from a hapū/community level, with iwi being consulted and kept informed. This approach acknowledges limited iwi capacity challenges and allows the autonomy of hapū to be the primary drivers. In addition, and by design, the pilot complemented the iwi's strategic direction, offering resources to support the ongoing health and wellbeing of the people and their environment.

We spent the initial nine months building a relationship with the Whanganui villages on the awa. This was the beginning of the scaffolding phase, which started a process of exploring the options of how and who to work with to mobilise resources to the community. A key resource to developing and implementing a community model was the contracting of Tiara Ranginui, a local whānau member from Matahiwi and a Trust member of the Tamaupoko Community-Led Trust as our Community Coordinator.

Tiara became the driving force for the community working part-time engaging with each village, hapū leaders, community members and Marae Trustees. Other consultative hui included seeking guidance from some iwi representatives, finding

local providers, talking to Work & Income and local businesses, communicating with our local Primary ITO Training Advisers and working with the ITO/Ako Aotearoa management.

The challenge was to ensure we did things right, built a rapport and connected with the community genuinely for the long term. Once we established ourselves, we ran our first successful workshop (First Aid) in August 2019. This set the tone for moving forward.



The pilot at a glance



Connected with 150 - 200 people across the awa



Over a dozen people attained their drivers licence



First Aid Programme

Butchery Skills Workshop

Pruning Workshop

Computer Skills Workshops

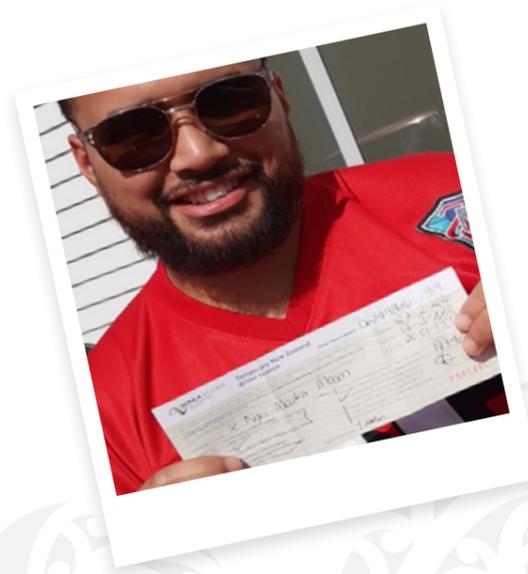
Food Hygiene & Safety Workshop

Supporting initiatives such as:

Business & mentoring

Community Hauora day

Literacy & numeracy



Te Ngoi Meihana

Te Ngoi is studying a security qualification and hoping to join the Police force. Glen Osborne is his fitness mentor. This photo is Te Ngoi celebrating passing his drivers licence through the Tū Te Ngana Hau programme.

Pou Ranginui

Pou, 15, gained fulltime employment with RCT and his traffic control and chainsaw certificates. He is flattening in town, and can be picked up for work every day.



Hepa Hemi

Hepa attended every workshop. He is working at his goals with his partner Kararaina, who has also attended most workshops. After attending the business workshop they are working on their business plan, a step towards their goal of owning a food truck. Achieving his drivers licence has put Hepa one step closer to achieving this. This project has motivated and empowered him.



Tiara Ranginui

Being in the coordinator position has given Tiara a tremendous amount of confidence in areas like organising workshops and communicating with others. Tiara has signed on to a six-month mentoring programme through Thrive Whanganui. Tiara found that while she was building her own confidence, her family attended workshops in support and her sons acknowledged her changes and started to make changes within themselves.

By the community, for the community

Tū Te Ngana Hau is creating its own identity, setting up a platform for growth and prosperity which can continue once the Primary ITO's role is retired. You can't get much more community-led than Tū Te Ngana Hau.

In the past, the community have experienced 'outsiders' coming in with a prescriptive initiative that is hard to implement and maintain.

Many people come up the river to promise stuff and under deliver, that's why whānau are wary of outsiders.

It was important to ensure we did things right, by building a rapport and connecting with the community genuinely for the long term. It was vital that we establish this before progressing to running any workshops.

The success of the model is that the community are the drivers of the programme. This means:

- The programmes provided were based on the community wants and needs
- It is for people young and old
- There is no financial cost to the participants
- Transport is available
- Days and times are determined by the community
- Venues are community venues
- Kai is provided
- The coordinator and their family are respected and trusted
- Communication is channelled through a Tū Te Ngana Hau facebook page
- Individual achievement has inspired and motivated others

This community-led and community-centric model means that there is increased social connectivity and positive community conversations about the opportunities the programme is creating. As a result, the feedback has been overwhelmingly positive from locals and whānau who are hearing great things for the awa communities. There is more demand for workshops, with school community and Kohanga staff wanting to support more, Marae and local Trusts are actively supportive, and local businesses are supportive and involved.

Tū Te Ngana Hau as a programme is becoming widely known in and around the Whanganui district including Ohakune.



First Aid Course 2020

How we can work with you

With the momentum and outcomes we have achieved at a collective and individual level, we are at a point of continuing the community approach but looking at specific capability building for individual and local businesses. We are looking at how we can further support the local businesses and local kura. There are opportunities to build relationships with funding organisations as well as seek guidance from the local trust and iwi leaders on how the programme can be extended through local investment.

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The value Tū Te Ngana Hau brings is that it offers opportunities for anyone in the community to upskill in areas that would help them to either gain employment, undertake further training or start their own business.

The workshops and training are all requested by the community and by holding the workshops in the various villages and also providing transport ensured that there were no barriers to attendance.

I think that Tū Te Ngana Hau has made a positive change in the lives of the people living along the Whanganui awa.

I have noticed increased confidence in the project participants, some of whom have attended every workshop and who fully immersed themselves taking every opportunity offered.

Some have moved into paid employment using skills and qualifications gained and all have gained new skills either to use in their current employment, their personal lives or for future employment.

Our coordinator, Tiara, has increased her skills and confidence over the duration of the programme and it has been a real privilege to witness her personal growth.

Her growth will benefit the Tamaupoko Community-Led Trust and the wider community as she will continue to mobilise the community in the future.

- Marianne Farrell,
Learner Achievement Manager, Primary ITO

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Community hui March 2019 Whanganui



As an employer in our community, we do want to give back by employing our own. This can be hard sometimes when there are barriers in experience, skills or qualifications of our people. Tū Te Ngana Hau has helped reduce these barriers by assisting some of the people in our community to get qualifications to work in our industry, and in turn we've been able to give them employment.

I've seen first-hand the empowerment of our people when they have attended the Tū Te Ngana Hau courses, what better gift to give someone than empowerment in themselves.

I'm excited for the future of Tū Te Ngana Hau. Seeing the journey from where it began to where it is now - the possibilities for the people living in our remote community are endless. Led by the community, this programme is exactly what our people need in these trying times of Covid - an opportunity to upskill, learn and be empowered.

It removes all the barriers. All you have to do is be ready when Sonny and Tiara arrive in the van to pick you up.

Shiv Marshall, Trustee, Tamaupoko Community-Led Trust



I believe Tū Te Ngana Hau has helped us all connect with each other again on the awa. It has given us confidence within ourselves to achieve better whether for life in general or training and employment. (It has helped whanau to step out of their house and want more)

Tū Te Ngana Hau has empowered the people on the awa, myself included on our journey to greater things.

The people on the awa are active participants in all decisions to do with training/ workshops through Tū Te Ngana Hau they choose their workshops that they want to learn!

Lastly, always always follow through! Your word means everything. If you say you are gonna do it then do it!

**Ngā mihi
Tiara Ranginui**



In their words

Through Tū Te Ngana Hau and the absolute dedication and hard work of Tiara, I have seen first hand the positive impact this is having for the people of the river.

I have seen the sense of excitement before the course event starts, the real sense of achievement and empowerment that people feel when they get their Drivers License, or their First Aid Certificate, or they learn how to prune their fruit tree.

The sense of whakawhanaungatanga / connection that happens during the course of the day. This course gives the opportunity to those who want to step up - who want to learn - who want to BE MORE.

Quite often in my work with the Trust, we hear the words "Transformational Change" thrown around. I truly believe that Tū Te Ngana Hau has the absolute potential to play an

integral role in the Transformational Change for the people of the river. If we are looking at long term sustainability, there is a raft of opportunities for collaboration and investment.

But in all honesty, I believe the success of this course lies with the person in the community leading it; and the team behind them coaching, mentoring and supporting that person.

Tū Te Ngana Hau is the beginning of something very special for the people of the river, and I can speak on behalf of our trust when I say we fully endorse the mahi Tiara is doing, and the outcomes she is getting for her people.

**Ngā mihi,
Shiv Marshall, Ranana, Whanganui River**

The longer term aims of the programme

The aim is to build on community self-sustainability, support the health and wellbeing of the people, strengthen the connectedness across the awa villages, create vocational opportunities on the awa. Tū Te Ngana Hau is currently engaging with a local community trust (Tamaupoko Community-Led Trust) to pick this kaupapa up and hopefully secure funding before the pilot finishes in early 2021.



Acknowledgements:

Programme contributors to date (October)

- Pruning workshop – Greenhaus Gardens
- First Aid - Meditrain
- Computer skills – Primary ITO
- Driver licencing theory practice – Primary ITO
- Driver Training – Excel Driver Training
- Baking – Kararaina Gear
- Butchery skills – Ohutu Meat Processors
- Food hygiene & safety – Innovation Hospitality
- Traffic control – Traffic safe NZ
- Computers in homes – Training for you
- Healthy Families & Kai Kollektive
- The Generator – business workshop
- A & K Prints – Vinyl printing on hoodies
- The Eco School – permaculture
- Thrive – business workshop & mentoring

Community Contributors

- Whanganui awa kaumatua
- Tamaupoko Community Lead Trust
- Tangata Tiaki- Whanganui Iwi Post Settlement Trust
- Te Oranganui- koro John Maihi
- Department of Internal Affairs
- Ministry of Primary Industries
- Department of Internal Affairs
- Training For You (PTE)
- Ken & Josephine Haworth Whanganui River Adventures
- Paraweka marae- Pipiriki
- Atene marae
- Parikino Kohanga Reo/marae
- Te Kura o Wainui-ā-rua (Ranana)
- Matahiwi marae
- Matahiwi Gallery & Café
- River City Tree Services Ltd
- Jay Rerekura (aka the Punisher) Our Video & Facebook Engineer
- Nigs Pest Control Limited
- Koriniti marae
- Morikaunui Incorporation
- Tū Te Ngana Hau facebook support network

A Model For Successful Māori Learners In Workplace Settings

Personal commitment, attitude & motivation

Individual readiness, motivation and success is dependent on the interplay of the five elements underpinned by the contribution, acknowledgement and investment of all involved.

Tuakana-teina

Culturally competent mentors/peers who can incorporate cultural understanding, practices and values is important.



Strong foundations for workplace learning

This is a key priority area for many learners, particularly for Māori. Learning materials and support resources need to reflect different styles of learning, and be responsive to learning gaps with flexible assessment models for success.

Connectedness

Expectations are high, yet realistic. Clear direction with a culturally supportive environment, easy to use resources and positive reinforcement to succeed.

Whānau support & encouragement

Alignment with community networks, iwi, hapū and whānau is key. An invitation to participate.

Ehara taku toa i te toa takitahi. He toa takitini kē.

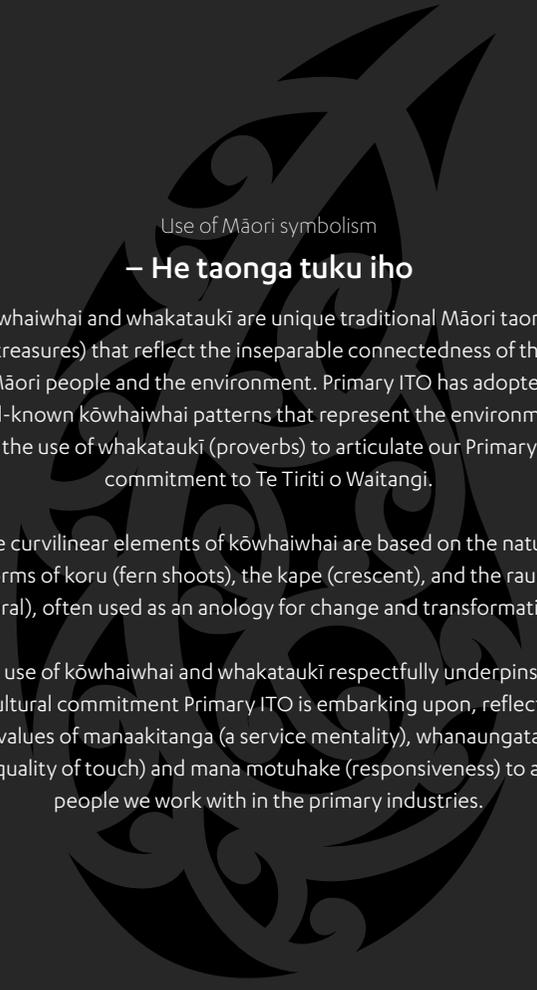
(Success is underpinned by the community)

Tū Te Ngana Hau is a programme that employs a kaupapa lens based on the values of **manaakitanga** (service), **whanaungatanga** (relationships) and **mana motuhake** (responsiveness).

Success for Māori learners and/or a community is based on the strength of the people around them and the interconnectedness of the relationships and environment that nurtures and guides people to evolve.

Te Ako Tiketike, a workplace success model for Māori learners, has been applied as a complementary framework to support how we approached and delivered the programme.





Use of Māori symbolism

– He taonga tuku iho

Kōwhaiwhai and whakataukī are unique traditional Māori taonga (treasures) that reflect the inseparable connectedness of the Māori people and the environment. Primary ITO has adopted well-known kōwhaiwhai patterns that represent the environment and the use of whakataukī (proverbs) to articulate our Primary ITO commitment to Te Tiriti o Waitangi.

The curvilinear elements of kōwhaiwhai are based on the natural forms of koru (fern shoots), the kape (crescent), and the rauru (spiral), often used as an analogy for change and transformation.

The use of kōwhaiwhai and whakataukī respectfully underpins the bicultural commitment Primary ITO is embarking upon, reflecting the values of manaakitanga (a service mentality), whanaungatanga (quality of touch) and mana motuhake (responsiveness) to all people we work with in the primary industries.



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